

# **CHARTER FOR DEPARTMENT OF NAVY (DON) FORCE MANAGEMENT OVERSIGHT COUNCIL (FMOC)**

The DON FMOC will advise the Secretary of the Navy on matters of broad policy for all DON military (active, reserve, and retired) and civilian personnel relating to personnel and readiness, including: total force personnel manpower requirements and allocation; recruitment; training; equal opportunity; compensation; recognition; discipline; separation; health and medical affairs; and personnel requirements and community support.

In addition, the DON FMOC will develop long-term and short term management measures for assessing readiness; receive reports on current personnel and readiness issues; coordinate DON positions on personnel readiness issues for outside audiences; and provide advice regarding planning, programming, and budgeting activities that relate to the ASN (M&RA)'s assigned areas of responsibility. Initial operating principles, roles and responsibilities are described in the attachment.

The DON FMOC will be composed of the Assistant Secretary of the Navy (Manpower and Reserve Affairs), who will serve as chairman. The Chief of Naval Personnel and Deputy Commandant of the Marine Corps (Manpower and Reserve Affairs) will serve as vice chairmen.

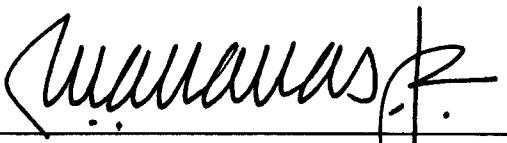
Additional regular membership will include:

- Deputy Assistant Secretary (Manpower and Analysis);
- Deputy Assistant Secretary (Civilian Personnel/Equal Employment Opportunity);
- Deputy Assistant Secretary (Personnel Programs);
- Deputy Assistant Secretary (Reserve Affairs);
- Assistant General Counsel (Manpower and Reserve Affairs).

The Chief of the Naval Reserve, Commanding General, Marine Forces Reserve, the Surgeon General and the Director of Navy Training (N00T) are associate members and will attend meetings of the DON FMOC when matters under their cognizance are addressed.

The DON FMOC will meet at the call of the Assistant Secretary of the Navy (Manpower and Reserve Affairs). Administrative and staff support will be provided by the Deputy Assistant Secretary of the Navy (MAAG).

APPROVED:

  
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Assistant Secretary of the Navy (M&RA)

## **ATTACHMENT: Principles of Staff Collaboration for the FMOC**

Recent discussions and conversations among the Assistant Secretary of the Navy (Manpower and Reserve Affairs), the Chief of Naval Personnel, and the Deputy Commandant of the Marine Corps, Manpower and Reserve Affairs, have underscored the importance of working as a team to achieve common Departmental goals, and the objectives of each of the services. Our experience in working together over the past 18 months has produced tangible benefits for the services and our personnel. This sense of teamwork and commitment to common goals can be promoted throughout our organizations by recognizing and applying proven principles that promote effective teamwork and common service and secretariat support. To that end, we adopt the following principles of staff collaboration.

1. We have a common understanding of the role of the secretariat and the OPNAV and Headquarters Marine Corps staff functions and the priorities and policy objectives of our principals.
2. We recognize and value the unique military expertise resident in our individual staffs and the importance of that expertise in assuring that the Secretary and the Service Chiefs receive objective and informed advice on all issues.
3. We are committed to transparency and unfettered communication across the Services staffs and secretariat at all levels.
4. Our action officers are highly competent and bring important expertise to each of our staffs. We will establish informal links between action officers with common responsibilities and authorize those action officers to share information, ideas, and policy initiatives openly.
5. We recognize that collaboration and coordination is most effective when it occurs at the earliest stages of the policy development process. To that end, our action officers are encouraged to provide open access to information and materials with their service and secretariat counterparts at the earliest stages of the staffing process.
6. All of our actions are judged against our overarching goals of operating with mutual respect, understanding, and appreciation at all levels across the entire Department.
7. We are committed to a unified approach that strengthens our ability to achieve both Departmental objectives and the objectives of the Navy and Marine Corps.

These principles recognize the unique missions, roles, and cultures of each of the services and the overarching role of the Assistant Secretary of the Navy (Manpower and Reserve Affairs) as the Department's principal policy proponent for manpower and personnel matters. We are committed to promoting these principles at all levels of our organizations and to working as a team to promote the best interests of the Department of the Navy and the best use of our personnel resources.

The FMOC will accomplish the objectives envisioned by the charter through a careful and consistent allocation of responsibilities, roles and activities performed by the separate entities with a process that improves the coordination and impact of these activities.

<b>FUNCTION</b>	<b>M&amp;RA Role</b>	<b>Service Staff Role</b>
Policy making	Establish and articulate DoN policy based on statute, OSD policy and SECNAV priorities. Use the FMOC to discuss and finalize these policy decisions.	Provide military advice on policy choices; provide analysis to support decision making; carry out policies through appropriate issuances etc.
Resource allocation	Through the FMOC, make initial decisions on POM and Budget guidance and priorities. Review POMs and Budgets for compliance and to resolve issues.	Plan and execute the budget to meet the priorities adopted by the FMOC - report on exception basis to ASN and FMOC
Legislative program/ULB	ASN establishes priorities and principles for new legislation based upon service inputs and discussions in FMOC	Prepare analyses and proposals in response to FMOC priorities
Program oversight	M&RA establishes program priorities and metrics with the services, monitors those metrics, and raises issues to FMOC as needed.	Services HQs execute programs and provide oversight over programs executed at lower levels - report on exception basis to M&RA
Program assessment	Through FMOC, establish research agenda and secure funding; monitor results	Provide access to data bases and models to support policy analysis and program assessment by staff & secretariat
Correspondence	Establish and articulate priorities and principles governing responses to most correspondence.	Prepare and send responses to most routine correspondence in accordance to established guidance
Cases	Establish principles and priorities for case review. Review cases and make decisions only when required by statute or when policy change is possible.	Review and respond to most cases according to established principles and priorities.
Planning	ASN takes the lead in DoN HR strategic planning, working through the FMOC to achieve consensus.	Develop and articulate service perspective in FMOC discussions. Build and maintain databases and models to measure performance against strategic plan.